



THE HUMAN DIMENSION

Equal Opportunity Newsletter

April — May 2007



Observance(s)

Holocaust Remembrance Day
26 April 2007

Days of Remembrance
15 - 27 April 2007

Asian Pacific Heritage Month
31 May 2007

Contact your unit EOA / EOR for
details surrounding Observances.

EO Training Opportunities

Equal Opportunity Leader's Course
(EOLC)
TBD

Equal Opportunity Facilitation
Course (EOFC)
TBD

EOR's should be in the rank of SGT(P) - 1LT

EO TEAM

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What is Sexual Harassment, pt. I

The Army Policy & Definition of Sexual Harassment

IAW AR 600-20, Paragraph 7-3, 7-4:

The policy of the Army is that sexual harassment is unacceptable conduct and will not be tolerated. Army leadership at all levels will be committed to creating and maintaining an environment conducive to maximum productivity and respect for human dignity. Sexual harassment destroys teamwork and negatively affects combat readiness. The Army bases its success on mission accomplishment. Successful mission accomplishment can be achieved only in an environment free of sexual harassment for all personnel. The prevention of sexual harassment is the responsibility of every Soldier and DA civilian. Leaders set the standard for Soldiers and DA civilians to follow.

Sexual harassment is a form of gender discrimination that involves unwelcomed sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature between the same or opposite genders when—

- (1) Submission to, or rejection of, such conduct is made either explicitly or implicitly a term or condition of a person's job, pay, career, or
- (2) Submission to, or rejection of, such conduct by a person is used as a basis for career or employment decisions affecting that person, or
- (3) Such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creates an intimidating, hostile, or offensive working environment.

b. Any person in a supervisory or command position who uses or condones implicit or explicit sexual behavior to control, influence, or affect the career, pay, or job of a Soldier or civilian employee is engaging in sexual harassment.

Similarly, any Soldier or civilian employee who makes deliberate or repeated unwelcome verbal comments, gestures, or physical contact of a sexual nature is engaging in sexual harassment.



Annelies Marie "Anne" Frank (June 12, 1929 – March, 1945) was a European Jewish girl who wrote a diary while in hiding with her family and four friends in Amsterdam during the German occupation of the Netherlands in World War II. Born in Frankfurt, Germany, Anne and her family moved to Amsterdam in 1933, after the Nazis gained power in Germany, and were trapped by the Nazi occupation of the Netherlands. In July 1942, as persecutions against the Jewish population increased, the family went into hiding inside hidden rooms of her father's office building. After two years in hiding the group was found and transported to concentration camps. Seven months after her arrest, Anne died of typhus in the Bergen-Belsen concentration camp. Her father, Otto, the only survivor of the group, returned to Amsterdam after the war ended, to find that Anne's diary had been saved. He had it published in Dutch under the title *Het Achterhuis: Dagboekbrieven van 12 Juni 1942 – 1 Augustus 1944* (*The Backhouse: Diary notes from 12 June 1942 – 1 August 1944*). The diary, which was given to Anne Frank on her thirteenth birthday, chronicles her life from June 12, 1942 until August 1, 1944. It was published as *The Diary of a Young Girl* and eventually translated from its original Dutch into many languages and became one of the world's most widely read books. Described as the work of a mature and insightful mind, it provides an intimate examination of daily life under Nazi occupation and in hiding; through her writing, Anne Frank has become one of the most renowned and discussed Holocaust victim.

"Success will not lower its standards to us. We must raise our standards to success." — Rev. Randall R. McBride, Jr.